

2 FEB 1954

MEMORANDUM FOR: Deputy Assistant Director for Personnel

SUBJECT : Problems Inherent in the Personnel Ceiling

REFERENCE : Memorandum from DAD/P, same subject,
dated 21 January 1954 and attachment

1. As requested, we have reviewed the Inspector General's memorandum of 6 October 1953 to the DDCI concerning problems related to the personnel ceiling. The questions of reduction in force, personnel evaluation and promotion have all received considerable attention since that memorandum was written.

a. An Agency Reassignment Board has been proposed which would consider the placement of employees who become surplus in their organizations and it is now generally known that the Agency is not involved in a reduction in force.

b. At its last meeting, the CIA Career Service Board considered the problem of personnel evaluation. The Board agreed that the Agency should seek exemption from the Performance Rating Act of 1950 and approved a rating system for use in lieu of the PER during the first three years of an individual's employment with the Agency. The Board expects to give further consideration to the evaluation procedures which would be used after that period.

c. A proposed promotion policy was on the agenda but was not considered at the Board meeting. Further action will be influenced by results of the Board's consideration of the subject.

2. It is our understanding that a proposal is now under consideration by the ADD/A which, if approved, would liberalize Agency policy concerning the accrual of compensatory time. This would be of some aid in solving overtime problems.

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3. In view of the positive steps which have been taken, it would seem unnecessary for the Director to address supervisors on these problems at this time. Also, it is our opinion that Agency policy on such matters should be made known by the publication of appropriate Regulations and by supervision through the command line rather than by a special communication from the Director to all supervisors.

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Chief, Plans, Research and
Development Staff

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